

REPORT/RECOMMENDATION TO THE BOARD OF SUPERVISORS Revised
OF SAN BERNARDINO COUNTY, CALIFORNIA
AND RECORD OF ACTION

100

February 25, 2003

New Attachments

FROM: MARCEL TURNER, Director
Human Resources

**SUBJECT: MEMORANDUM OF UNDERSTANDING WITH SAN BERNARDINO COUNTY
SAFETY EMPLOYEES' BENEFIT ASSOCIATION FOR SAFETY UNIT FOR 2002-
2005**

RECOMMENDATIONS:

1. Approve as a Minute Order Amendment to the Salary Ordinance, the Memorandum of Understanding as on file with the Clerk of the Board, between the County of San Bernardino and the San Bernardino County Safety Employees' Benefit Association (SEBA) for the Safety Unit.
2. Direct County Counsel to prepare necessary update to the Salary Ordinance.

BACKGROUND INFORMATION: Representatives of the Board of Supervisors met and conferred with representatives of SEBA from September 2002 until December 2002 in an attempt to reach agreement covering wages, hours and other terms and conditions of employment.

Impasse in bargaining was declared on December 5, 2002. Pursuant to County Code §13.029 the parties agreed to the appointment of a mediator/advisory arbitrator. Mediation was held on December 30, 2002 and January 15, 2003. Subsequently, the parties were successful in reaching a mutual agreement on a proposed Memorandum of Understanding (MOU). The proposed MOU was then ratified by the employees in the Unit and signed by SEBA representatives.

REVIEW BY OTHERS: The item has been reviewed by County Counsel (Carol Greene, Deputy County Counsel) on February 10, 2003 and the County Administrative Office (John Michaelson, County Administrative Officer and Daniel R. Kopp, Administrative Analyst) on February 18, 2003.

FINANCIAL IMPACT: The cost of this agreement is estimated to be as follows:

<u>Fiscal year</u>	<u>Total cost</u>	<u>Local cost</u>
2002-03	0	0
2003-04	5,716,000	3,315,000
2004-05	13,584,000	7,879,000
2005-06	17,826,000	10,339,000

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Record of Action of the Board of Supervisors

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BOARD OF SUPERVISORS

**MEMORANDUM OF UNDERSTANDING WITH SAN BERNARDINO COUNTY SAFETY
EMPLOYEES' BENEFIT ASSOCIATION FOR SAFETY UNIT FOR 2002-2005**

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COST REDUCTION REVIEW: The County Administrative Office has reviewed this agenda item, concurs with the department's proposal, and recommends this item. Approval of this MOU will enable the County to be more competitive in the recruitment and retention of the most highly qualified safety employees.

SUPERVISORIAL DISTRICTS: All

PRESENTER: Elizabeth Sanchez, Employee Relations Chief, 387-6051